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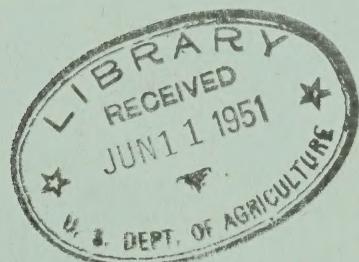
3 MINUTES AND RECOMMENDATIONS,

Defense Planning Meeting...

Special Farm Labor Committee

Washington, D. C.

September 26-27, 1950,



INV. '6Q

Minutes of Meeting,Special Farm Labor CommitteeWashington, D. C.September 26-27, 1950

An interim meeting of the Special Farm Labor Committee was called to order Tuesday morning, September 26, by Robert C. Goodwin, Director of the Bureau of Employment Security.

Mr. Goodwin explained that the meeting had been called in advance of the usual time for the annual meeting of the Committee, because of the rising importance of manpower problems, and because of the need for consultation with the Committee.

Mr. Goodwin introduced the Secretary of Labor, Maurice J. Tobin whose speech is attached.

Mr. Tobin then introduced the Secretary of Agriculture, Charles F. Brannan. Mr. Brannan's speech is also attached.

Mr. Goodwin then resumed. He said that it is a historical fact that in every national emergency there is a pull of workers from the farm for both industrial employment and the armed forces. He pointed out that the Government intends to proceed with the defense program without regard to the immediate or final successes in Korea; and, as the armed forces are to be increased from 1.2 million to 3 million, the operations of the Selective Service are of great concern to those at the meeting.

Colonel Daniel O. Omer, General Counsel of the Selective Service System, was then introduced by Mr. Goodwin and was asked to discuss Selective Service plans in relation to manpower. In excerpt, Col. Omer said:

"In approaching any problem of military manpower procurement, we must always consider two basic factors -- requirements and supply. If requirements are fixed, supply must be adjusted to meet them, and if supply is fixed, requirements must be adjusted. If the time ever comes when requirements and supply are both fixed, and the supply is inadequate, we are well on our way to defeat.

"In our present situation, the requirements are fixed. We must procure and maintain an armed force of 3 million. Our manpower supply is adequate, so our problem is to determine what part of the supply will be tapped.

"Figures that I shall use are not reported figures, they are rough estimates. But they are not misleading.

"We have in our armed forces, including reservists called to active duty, about 1,800,000 men. This leaves 1,200,000 who must be procured to develop our 3 million armed force. Then we must consider the maintenance of such a force. We assume that men will be out of uniform after 21 months service, unless they re-enlist. We may also assume that not many will re-enlist, but, if about one-third stay in service beyond the 21-month period, we still have a 2 million

turnover every 21 months, or approximately 100,000 per month for replacements. Our requirements, therefore, are to procure 1,200,000 to bring the armed forces to strength, and 100,000 per month thereafter to maintain them.

"Now let us look at our manpower supply. We now have registered for military service, under the Selective Service Act of 1948, about 11,000,000 men. Since our first registration of men under the age of 26 was two years ago, the figure includes a ten-year age span, including ages from 18 to 27, inclusive. The number of registrants is, of course, not the same for each age, but the average is 1,100,000 for each year.

"This pool of registered men is reduced by large numbers not presently available for induction. The under-age and over-age -- the 18-year olds, the 26-year olds, and the 27-year olds, amount on an average to 3,300,000. In addition to these, there are 1,000,000 deferred for dependency, 550,000 IV-F's, 350,000 already in the armed forces, and 3,350,000 veterans of World War II. This totals 8,550,000 and leaves us 2,450,000 from which to raise our armed force and take care of such authorized deferments as public officials, aliens, ministers and theological students, conscientious objectors, men occupying critical positions in industry and agriculture, and men training for such positions. In addition, the law provides for the postponement of induction of high school and college students.

"The armed forces are now rejecting one-half of the men sent up for induction. Let us assume this rate will prevail under present physical and mental standards. This means that we must deliver 2,400,000 men to procure the necessary 1,200,000. That would leave only 50,000 men in our manpower pool between the ages of 19 and 25 inclusive, to take care of all deferments except dependency, IV-F's, and veterans.

"Such a pool is hopelessly inadequate. Even after the 3 million armed force is procured, the 100,000 who will be needed each month to maintain it is substantially more than the number of acceptable men who will enter the pool each month upon reaching the age of 19, so we must dig deeper into the basic pool each month in order to maintain the armed force.

"This points up two important facts. First, our manpower pool in the age group 19 through 25 is basically adequate to meet our foreseeable needs; second, there are three important changes that are necessary to make this basic adequacy realistic.

"The three large groups that dig deeply into our pool of available manpower are the dependency deferments, the IV-F's, and the veterans of World War II. If we are to avoid going into other age groups for our military manpower, we must reduce the size of these groups of unavailable men.

"A revision of physical and mental standards which would reduce the number of IV-F's can be made by the Secretary of Defense. Some progress is now being made in this direction. Dental requirements have been relaxed, and high school graduates have been excused from the Armed Forces Qualification Test, the chief stumbling block that has been responsible for about half of the rejections.

"A revision of criteria for dependency deferments can be made only by the President. However, the American people and the Congress have always felt that fathers should not be taken until all other sources of manpower over the age of 18 were tapped. This is on the theory that the home should not be broken. It seems improbable that tightening of dependency deferment at this time would affect other than non-fathers, at least until after non-father veterans are taken. (Note: press accounts of October 10 state restrictions on non-fathers are about to be removed by the President.)

"Veterans of World War II can be made liable for service only by the Congress.

"Selective Service believes that we must fully utilize the age group now liable for induction before expanding the age bracket, to delay our going into either lower or upper ages. The American people are not sympathetic toward sending 18-year olds into combat, except as a last resort.

"The military and the industrial effort will best be served if we concentrate upon younger men for military requirements, and leave to essential industries and other activities the older men, as long as we can afford to leave them. Selective Service, therefore, believes that in procuring and maintaining an armed force of 3 million men we should follow a program in which, (1) we would not extend the age group presently liable for military service, (2) we would provide for more realistic physical and mental standards for acceptance into the armed forces, (3) we would tighten the requirement for dependency deferment so that non-fathers would be inducted unless it would result in extreme hardship and privation to their dependents, (4) we would make veterans in this age group liable for induction, and (5) we would continue to maintain a very strict attitude toward the occupational deferment of men under 26 years of age.

"It is this fifth recommendation that is of particular interest to you. It is clear that under present law, regulations, and policies, the procurement and maintenance of an armed force of 3 million would leave none for industrial occupational deferments as such, though agriculture could utilize many men deferred as veterans, for dependency, or in IV-F. It will be necessary to add the World War II veterans to the manpower pool of men available for military service before agriculture and industry can be protected with any degree of adequacy.

"Industry generally has accepted the proposition that men under 26 years of age are to be regarded as available for military service. Any substantial deviation from this policy will inevitably drive us into older age groups. Induction from over-age groups means the induction of men with greater skills and more extensive experience with a much more severe impact upon agriculture than the loss of the younger men. If the international situation should become more critical and larger armed forces should be required, we must necessarily reach into the older age groups. Experience during World War II indicated that even in an extreme emergency very few who are over the age of 38 can be used effectively in the armed forces, and particularly in combat. It is highly probable then that the top age for induction would not exceed 38 and probably would be held to 35 as long as possible. The advice that I would give to industry at this time,

therefore, is, (1) for your own benefit as well as for the welfare of the nation, do not ask occupational deferment for men under the age of 26, except in the most extreme cases, (2) utilize as much as possible men who cannot meet the physical and mental standards of the armed forces as we knew them in World War II, (3) plan to keep all men in the age group 26 to 35, inclusive, during the foreseeable future but develop plans which would permit the release of this age group to the armed forces if this nation should be faced with a real fight for survival, and (4) plan to keep men over 35 indefinitely since it appears at this point that it would be better to build our armed forces from men under this age."

In response to Robert W. Shoffner, of North Carolina, who asked if more IV-F's could be used in non-combat duties, Col. Omer said that many persons held that such men could be used in this way, but there is no policy in that direction yet.

J. C. Baird, Jr. of Mississippi, asked whether men in present draft ages who are married and fathers will be called last. Col. Omer said he could give only his personal opinion, pending action, that fathers would be taken after non-fathers.

Mr. Goodwin called attention to the fact that men in the reserves and National Guard go, children or not.

Phil Sheldon of Nebraska cited an instance of a young farmer being drafted before his crop was harvested and asked if that would be national policy. Col. Omer said it was not national policy but reminded the meeting that local draft boards have wide power of discretion.

Col. Omer read the pertinent parts of the regulations that draft boards have for guidance, and advised anyone feeling that an injustice is done to appeal as far as he can.

Roy E. Moser of Massachusetts asked whether a point system was to be set up regarding productiveness of a farm, as in the last war. Col. Omer said that an inter-agency committee is studying the matter; that representatives of the Department of Agriculture are opposed to the unit system; and Selective Service would be guided by their advice.

H. S. Cleveland of Kentucky asked if there could be greater uniformity of selection by draft boards. Col. Omer said draft boards had wide discretion, and the only remedy is in appeal.

Samuel J. Orr, Jr., of Connecticut asked if there was any provision for giving a farmer a voice in determining which of his men could be drafted. Col. Omer replied that regulations did not cover such a matter, and suggested frank talks with local draft board.

Mr. Goodwin called attention to the pamphlet "Labor Market and Employment Security" and the basic information it contains about the current manpower situation.

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Arthur W. Motley, Assistant Director, U. S. Employment Service, was introduced by Mr. Goodwin. Mr. Motley said that the Bureau of Employment Security and the Employment Service in planning the manpower mobilization program, considered the needs both of agricultural and non-agricultural by consulting with representatives of farm groups, and with farm placement personnel from State agencies. There was unanimity of opinion, Mr. Motley said, that it is impossible to consider a program for agricultural labor separate from industrial labor. They must be considered together.

Mr. Motley said that the instructions sent to State agencies by Bureau headquarters covering operation in the period of partial mobilization embraced an important provision -- for preferential service by local employment offices to employers with important defense contracts and to agricultural employers.

In determining the need for preferential service for agricultural employers, the basis should be current information on available supply and the demand in each area where agricultural activity is significant; the probable effect of Selective Service requirements in year-round and seasonal employment; actual and anticipated shifts of workers to defense plants; increase of acreage or crop yields and shifts in crops.

There is no present effort to establish priorities among various types of agricultural operations, Mr. Motley said. If such priorities are established they would presumably be made by the National Security Resources Board, or the Department of Agriculture.

Preferential service can only be established by Government agencies such as ours, supported by funds made available by Congress, if it is in the national interest, Mr. Motley said.

Employers accorded such service should assume such responsibilities as establishing clear-cut job specifications and eliminating unreasonable requirements or unnecessary restrictions, Mr. Motley added.

Development of management provisions for local offices, so that agricultural requirements shall be given the same consideration and planning as industrial employment has been completed, Mr. Motley said. Trial runs are being made in several States and the plan will be in full effect by the beginning of 1951.

As the manpower program is on a voluntary basis, Mr. Motley continued, enticements for qualified agricultural workers to enter other employment will be strong, and as long as there are no controls, local office managers should watch the situation carefully, so that agricultural workers can be replaced if they leave the farm.

AFTERNOON SESSION

September 26, 1950

At the beginning of the afternoon session, Mr. Motley introduced Don Larin, Chief of Farm Placement Service.

Three subcommittees held meetings in Washington in advance of the full Committee meeting. Mr. Larin said, to make recommendations on three principal subjects:

Committee I: Stabilizing the Agricultural Labor Force, and Deferment Policy as it affects Agriculture.

Committee II: Transportation of Agricultural Labor, and Use of Foreign Labor.

Committee III: Facilitating Services, Cooperation with other Government Agencies, and related problems.

The Chairman of Committee I, La Monte Graw, of Florida, was asked by Mr. Larin to present the recommendations of his Committee.

Mr. Graw then read the recommendations. At the conclusion of the reading, Mr. Graw moved for adoption of the recommendations.

Mr. Motley asked for questions. There were none. He then said that H. L. Mitchell, President, National Farm Labor Union, AFL, had requested time to present some of his views, and he was introduced to the Committee.

Mr. Mitchell said that a few days before he had sent to Mr. Goodwin a memorandum on the possibility of the union organization cooperating with the Employment Service to assist in recruiting domestic labor, and foreign labor, if needed.

Mr. Mitchell then read his memorandum to Mr. Goodwin:

"In view of the world wide conflict between the forces of communism and democracy and the necessity for mobilizing manpower for agriculture as well as industry, in order to preserve our free enterprise system and to demonstrate to the entire world that all our resources can be utilized to the maximum extent, we submit the following proposals and request that they be considered by the Special Farm Labor Committee at its session in Washington, September 26th and 27th.

"1. The National Farm Labor Union utilizing its present resources and those of the American Federation of Labor in the 48 states and the Island of Puerto Rico, will assist in supplying American workers for American farm jobs in cooperation with the U. S. Employment Service and the various state employment services.

"The resources of the National Farm Labor Union consist of a staff of 14 field representatives and 302 local unions in 26 states. The resources of the American Federation of Labor, which we will be able to utilize as

needed in such a campaign, consist of more than 30,000 local unions, 49 state and territorial federations, 752 central labor bodies and over 700 full and part time field representatives.

"For the information of those who are not familiar with the past services of American Federation of Labor organizations in supplying manpower, we cite the example of the work of the trade unions in recruiting manpower for the atomic projects during World War II. Labor supplied by the A.F. of L. built and operated those projects. Men were recruited and transferred by the unions from all over the country to work on these jobs. The American worker has supreme confidence in his own organization and is willing to perform any job essential to the defense of his democratic way of life. He also realizes that agriculture is basic to our national defense.

"2. For the Employment Service to make maximum use of the service we propose above, it will be necessary:

"(a) for employers of the agricultural labor to give adequate notice of their requirements in advance of recruitment.

"(b) for the government or employers to arrange transportation from the point of recruitment to the jobs. (Such an arrangement might provide that employers or the government pay for transportation or an alternative of advancing transportation and making a deduction from the worker's pay might be worked out. Such arrangements should not be any obstacle.)

"(c) for the employers or government to provide adequate housing for workers.

"(d) for the employers and workers, assisted by the government, to work out a method of establishing prevailing wage rates and other conditions of employment that are fair and equitable both to the worker and to the employer.

"(e) for there to be worked out a system of guarantees of minimum periods of employment; and health and medical programs based on similar provisions included in the Mexican agricultural workers' contract.

"3. In the event it is necessary to recruit and import agricultural workers from beyond the boundaries of the United States and its possessions, we will cooperate with the U. S. Employment Service and the State Department in working out an arrangement whereby workers in such numbers as may be required may enter our country to engage in temporary work on farms so that the workers may be assured the same rights as American citizens engaged in similar work while in the United States.

"In recruiting foreign workers we propose to make use of the services of labor organizations in such countries as Mexico where the American Federation of Labor has strong fraternal relations. It should be pointed out that in the recruitment of labor in a foreign land by uninformed employers and government officials, there is great danger in importing a Communist fifth column disguised as agricultural workers. The trade unions of countries

such as the United States and Mexico could insure that Communists would be weeded out and our democratic institutions protected from infiltration by subversive elements through constant checks by labor organizations on both sides of the border."

Mr. Mitchell said he had discussed the matters in the memorandum with President William Green of the AFL, who approved them.

There is recognized antagonism toward unions in Agriculture, Mr. Mitchell said. But, in view of the emergency program, he continued, it appeared that the Committee should consider making use of the unions' services.

It probably will be necessary to use some foreign workers, Mr. Mitchell said, but they must come under the same conditions given American workers.

Mr. Motley then returned to the report of Committee I. He asked for discussion and votes on the various points.

The Committee took up separately the 10 points under Stabilization and passed all of them, with little discussion.

Mr. Graw then read that part of the report under Selective Service Policy, and, after some discussion leading to certain changes in phraseology, and a negative vote on the proposal of John F. McGoven to delete the last two paragraphs, the second part of the report was adopted.

Mr. Larin then stated that the report of Committee III would be taken up, and that Committee II's report would be considered Wednesday morning.

H. A. Praeger, of Kansas, Committee III Chairman then read the recommendations on Facilitating Services. The recommendations were adopted unanimously.

The meeting adjourned at 4:15 P.M.

SESSION OF SEPTEMBER 27, 1950

The second session of the Committee meeting was convened at 9:30 A.M., Wednesday morning, with Mr. Motley in the Chair.

Mr. Motley asked Max Henderson, Chairman of Committee II, to present the recommendations of his Committee.

Cecil Clark, of Washington State, said that shortages of labor in the Northwest had never been so severe as they are now; that, in his opinion, the Committee should consider Plan II, because he felt it evident that the Nation is entering upon conditions described for institution of Plan II.

Mr. Baird pointed out that the Nation as a whole has not arrived at the point where it is considered necessary for application of controls by Executive Order or further legislation.

Mr. Henderson said that the USES, without authority and without funds to enter further into manpower problems, could only anticipate the probabilities, and make what plans they could.

Mr. Graw pointed out that there are so many uncertainties in the future that the Committee had recommended reconvening of the Committee if the situation worsened. He expressed his opposition to controls, unless the changed situation demands them.

Mr. Motley disavowed any intention of the Department of Labor to ask the Committee to recommend legislation for mandatory control of manpower. The Department is not preparing such legislation, he said, nor does it seek a "blank check" on manpower. There is plenty of indication, he said, that some parts of the Nation are deeper into labor scarcities than are others, and with the Pacific States, Montana, Idaho, Utah and Arizona facing losses of crops because of present labor scarcity, the USES sought advice of the Committee on this particular problem.

The meeting then went into a prolonged discussion of off-shore domestic labor and of workers from Mexico. The discussion lasted well into the afternoon, when the recommendations were adopted.

John A. Hall, of New York presented a resolution endorsing the efforts of USES and other government agencies and commending the Secretary of Labor for his broad understanding of farm labor problems.

Mr. Henderson offered a resolution recommending creation of a sub-committee of members usually available in Washington to consult with the Employment Service as required.

Both resolutions were adopted.

Mr. Motley asked that Committee members from California, Oregon, and Washington, Colorado and Utah meet with him in his office Thursday morning to discuss the present shortages of labor in their areas.

The meeting was adjourned at 3 o'clock.

REMARKS OF SECRETARY OF LABOR, MAURICE J. TOBIN

BEFORE SPECIAL FARM LABOR COMMITTEE

WASHINGTON, D. C.

September 26, 1950

I am delighted to have this opportunity of talking to those interested in the farm labor problem of America, because there isn't any industry -- and I will call agriculture an industry, and a vitally important one -- that has probably bigger labor problems than agriculture because of the fact that it is seasonal, because of the fact that such a large percentage of the product is perishable, so that some how, some way, no matter what the stringency might be in the future as regards labor supply, an adequate number of people will have to be found to keep our agriculture at a high level of productivity.

Now the natural thing is to make a comparison of the situation today as it existed before World War II. To start with, in 1940 after the war had broken out in Europe, we still had after the war had been going for one year in Europe, 8 million unemployed in the United States. When the Korean incident occurred, we had 3,500,000 unemployed. The number of unemployed as reported in the month of August, and published in September, we were down to 2,500,000 unemployed. Our best estimates now are that we are substantially under 2 million unemployed at the present time, but we are in a much better position in this regard, that the 6 million we had to call upon as the reserve supply were without any skill, or only very limited skill. Many of the 8 million had had skills but had become so rusty that it took substantial new training to get them back into work for us and to enable them to keep productive.

At the peak point in the war, we had 56.3 million people working. That was in June, 1943 or sometime in the middle of 1943. At the present time, or rather in the figures for August, we had 62,500,000 people gainfully employed. That is about 6.2 million more than we had at the peak of the war.

One of the very interesting figures shows that at the peak we had during the war 11.3 million workers in the farm labor force. At the present time, or our latest report, we had 9.1 million and the best I have been able to obtain from Agriculture is there is a greater productivity overall today in the farms of America than there was at the peak of the war. This can be attributed to many causes but I think probably the principal cause is the fact that there has been great technological advances made on the farm; modern farm machinery and the like has been a contributing fact too in this regard.

By and large, while we have not the backlog of the 8 million unemployed we had at the start prior to World War II, the situation is one that should not appear to be discouraging to us, because of the greater skills to be found in the American labor force, the great advances that have also been made in the technological way in the field of industrial production, modern machinery and the like, running almost comparable to the situation that has occurred on the farms.

It is not going to be an easy problem to find all the manpower that would be necessary in the event we got into a situation that was comparable to World War II when we had at maximum 12,500,000 in the armed forces of the country at one and the same time. We figure we can reach from 39 to 71 million people total that would include all those in the work force plus those in the armed forces.

Assuming that we did have a total of 71 million it would give us, after deducting 12,500,000 for the armed forces, a figure of approximately 58,500,000 in the labor force, and I am inclined to believe that can be accomplished. But then we have the problem of providing the apportioning of the available manpower over the essential activities of the country. You may rest assured that agriculture will be given every possible cooperation, because as I stated at the outset of my talk, we appreciate the difficulties that labor supply creates when there is a shortage -- that labor supply creates in the field of agriculture because of its seasonal aspect and because of the perishable factor in so many of the commodities that are produced.

(In response to a question about the scope of the defense program, Mr. Tobin said this:)

As a result of the actions taken by Congress on the recommendation of the President, we have 1,500,000 in the armed forces at the present time. There is authorization from Congress to extend that to 3,000,000 by the end of the present fiscal year, which will be June 30, 1951, approximately nine months away.

The expansion for defense beyond the present levels will depend on the appropriations made by Congress when they return in November. In the event added appropriations are made, then there will be, to the degree those appropriations are made, that added impact upon the whole economy and especially upon the manpower situation in the country. I have pointed out to you that at the present time we are down to less than 2 million unemployed in the country, and it will not take much added defense production to give us what amounts to actual full employment in the country.

On the industrial side there are many cushions. At the present time the average work week in factories is running 41 hours a week. In the peak during the last war, we reached 46 hours a week, so there is an opportunity for a cushion there. We have, of course, in the Labor Department been vitally interested in securing all possible outlets for physically handicapped persons, and we hope as a result of the stringency in the months that lie ahead that more employers are going to appreciate the value of giving the physically handicapped an opportunity for gainful employment.

The studies made by the Department of Labor during the last war clearly indicated the great value of the services of the physically handicapped. In fact, their attendance at work was superior to that of those who were not handicapped, that is, provided they were properly screened for the job and given those jobs where their handicaps would not interfere with their productivity, their productivity was comparable if not superior to those who were not handicapped.

We have a great untapped reservoir of womanpower, not to the degree we had in the last war because we saw what the depression did to an economy. We had the lowest birth rate between 1930 and 1940. There was an up-turn in the latter part of the decade but deaths exceeded births in those years. As a result, there were a great many more women available for work in industry. Today that situation has been changed, and a far higher percentage of women in our total population are today the mothers of young children and therefore will not be available for employment as they were before. But there is a reservoir of women who could be brought back, and physically handicapped people, and a great many aged skilled people who likewise could come back into the work force and give us the possibility to extend that from 4,500,000 to 5,000,000 people.

(In response to a comment from the floor about importation of foreign workers, Mr. Tobin said this:)

I can tell you that on January 9th of this year the Federal Advisory Committee on Unemployment Compensation recommended that we bring to a stop the importation of farm labor. At that time I told them that it was not possible to put a stop to it due to the demand for the importation of farm labor. That does not mean that we will not do everything possible in the Labor Department to make the maximum use of the available labor supply in the country. But when we cannot secure the necessary supply in the country, or know in advance we cannot, preparations will have to be made for the importation of farm labor, and I stated that to the Advisory Council at that time when they urged the importation be brought to a halt.

(In response to a question about the channeling of manpower and materials, Mr. Tobin said this:)

The authority has been given, allocations have been authorized, there is a division in the Department of Commerce -- the Department in which we are meeting today -- that has the authority of allocation of all materials except agricultural products, which rests in the hands of our able Secretary of Agriculture, Mr. Brannan; and items such as certain metals and fuels like oil and coal and the like which have been placed in the Department of Interior. They are already channeling materials in short supply into industries and special plants that are producing essential products. A start has just been made but gradually it is hoped by the process of allocation that channeling of manpower for the sources of greatest productivity will bring about the end you suggest.

The directive of the President has already extended the power of the Department of Commerce in the allocation of the type of material you have referred to and directives have already been issued. Additional directives will be issued for allocation of added materials as the need in the economy is found.

I may say my father was a carpenter and he said they used to refer to the semi-skilled workers such as you mentioned as "wood butchers". With the tremendous expansion in building, I am sure people would take those who are not full-fledged mechanics but when the pressure lessens, I imagine the highly qualified mechanics will continue to work and the less skilled will probably go back to the kind of work they are capable of doing.

REMARKS OF SECRETARY OF AGRICULTURE, CHARLES F. BRANNONBEFORE SPECIAL FARM LABOR COMMITTEE, WASHINGTON, D. C.September 26, 1950

The subject which my very good friend, Maurice J. Tobin, asked me to discuss with you briefly today is the job of agriculture in the emergency period, whatever it may be that lies ahead of us.

Now I might say to you that the Secretary of Labor already has probably discovered that the people who sit out in front of us know a great deal about the job of agriculture, and many of them I see out here were working very intensively with the problem of agricultural labor from 1941 on, for the period of the last war and that emergency, and I am confident they bring a great deal of knowledge and experience about the problem which lies ahead. So, I share with you that this is the proper approach to this problem, which is in effect the bringing together of this group to help us and advise us on the things that we can and might do to be helpful and make the agricultural plant work at its maximum efficiency, and I am convinced almost every phase, if not every phase, of our economy will have to operate most efficiently in the years which lie ahead if we are to overcome the obstacles and potential dangers which confront us.

The job which lies ahead of us in agriculture, -- of course it could be summed up by one word, I suppose -- is "production", -- and by that we mean efficient production, production geared to the needs of the particular times, production which can be achieved with the least expenditure of manpower because certainly manpower is going to be one of the extremely vital and essential elements in the job that lies ahead of us. And therefore our job of production cannot be looked at simply in terms of just taking all we can in any fashion or other, but must be looked at in terms of taking what we can out of the land in the most efficient manner possible, and second, leaving that land in as good condition as we found it, and in many cases, in better condition than we found it.

If this is an extended operation or extended emergency with which we are confronted, we want to be certain we will not have depleted our land in the process of meeting the initial stages of the situation.

I would like to step a little way out of the area of food to give you one of the critical examples of how we could, by less than the most careful attention, deplete some of our basic resources if we are not extremely cautious. I will only touch on it, because it is not pertinent generally to your field, and that is timber. Over the period of the last decade almost we have been consuming the timber supplies of this country about one and a-half times as fast as we are able to grow it. If we put on an extra emergency demand upon our timber and expanded our timber consumption maybe 4 billion board feet to 6 billion board feet per year, which we can do for a limited length of time, and if we were to continue that type of consumption, we would find ourselves without timber resources, unable to take care of our peace-time needs, much less war-time needs.

Therefore it seems to me out of that example, or from that experience and that look down the road ahead, that we might draw some analogies to the food area. In short, I am simply saying that we have to produce at this time the things we need in the most efficient way possible. You, the farmers of the country, have geared yourselves up to doing just that job. We have, as we have entered into this conflict or emergency period, as compared with 1941, a very favorable outlook in the terms of the short range. I mean supplies of commodities in storage and on hand and in the fields for harvest this year, and we have the potentials in the soil to continue to produce.

I think the American farmers have been about as smart as any group of our population has demonstrated themselves to be in a long time, because the last five years has found them drilling a lot of their income back into their lands. We have now 3,000,000 tractors as against 2,000,000 in 1941. We find ourselves equipped to use about twice as much gasoline as we did in 1941, and every gallon of gasoline means less actual physical manpower that is required to do the same kind of job, because it can be done by a machine. We find ourselves using increasing quantities of fertilizer all over this country, but particularly in areas which heretofore had not used fertilizer in any appreciable degree. We find ourselves using power on farms to the extent that four out of five farms in this country have electricity, whereas just a few years ago there was only about one farm in three using electricity. Most significantly, we find that almost every farm in this country that uses electric power has increased its use of that power. And again, every kilowatt hour of power consumed in this country on the farms means that much less physical labor required in that area.

I have spoken of gasoline, tractors, and electricity, the increased use of fertilizers all over the country, and I think it could possibly best be summed up in this simple phrase. Early in our history, say within the first fifty, or one hundred years after the people settled this country of ours, it took about one man to feed himself and three other people. In other words about 25% of our population was engaged in feeding themselves and the balance of the population. In 1940 one person feeds himself and 11 other people. Today one man feeds himself and about 14 or 15 other people, and the difference between the 3 men that we fed by one man in the early history, and the 15 people that are fed now by one man has liberated those people for beneficial and useful employment in work elsewhere.

So to just tie up what I tried to say a moment ago, it is this -- in my opinion the American farmer has done a tremendously grand job in conserving our physical resources, the land of our country, so it will go on producing more efficiently as time goes on. They have released a tremendous number of people for use in other segments of our economy. That is a record to be proud of, but by no stretch of the reason does it relieve us from not neglecting our agricultural facilities and plants to determine it is producing as efficiently as possible.

What we in the Department of Agriculture, in cooperation with fine people like Secretary Tobin and the other folks who have been given assignments in this emergency under the recent Emergency Powers Act, are going to attempt

to do is to so operate the Department that we can give to farmers the maximum amount of assistance in minimizing their manpower demands. We are going to do many more things but in the context of the framework of the discussion today, I would like to put it in release of manpower for the intelligent use of manpower.

I think we are already being, extremely, vigilant about the supplies of fertilizers so that next year and in the years to come we would have on hand, if it is at all possible to have on hand, an adequate and complete supply of fertilizers that are needed, thereby increasing the yields per acre of the lands which we have under cultivation.

As you all know, we have in this past two decades increased appreciably the lands under cultivation. We have been using somewhere between 350 to 400 million acres per year, and while we switch from certain lands and into new lands and abandon old lands, the overall figure that has remained is the same -- somewhere between 350 and 400 million acres depending on how you count fallow land and how you count land lying idle for other reasons, say a death in the family, and so forth.

We are going to do our very best to keep available to the farmers an adequate supply of insecticides. That is a lot easier to say than it will be to do, but we have already prepared and will submit to Mr. Sawyer and some of the other folks who have jurisdiction in the matter, statements of what we believe to be the insecticide needs of the American farmers for the next few years.

We will also look at the fertilizer and machinery needs, the need for tractors, combines, corn-pickers, and much of the other heavy machinery that is needed, and in particular the need for the parts that will keep those machines running when they cannot be replaced, if it may develop that way.

But at the same time we are also going to keep before these folks the thought that some day these machines are going to have to be replaced and therefore there will be a strong urge to maintain some production of the machinery, and if we can keep gasoline available, if we can keep rubber available, if we can keep parts available and if we can keep replacement machinery available, then in addition fertilizer and insecticides, then it seems to me we are reasonably equipped. We have done the things which as a *prima facie* matter must be done to avoid the increasing demand of agriculture for agricultural labor.

If a machine is allowed to lie out because of the need of parts and production is maintained, it will require more manpower. We will also be presented with the choice of decreasing supplies or increasing the demand upon manpower, and it is in that area of trying to maintain the minimum demands on manpower so they may be available throughout agriculture where they are needed and elsewhere as they are needed, that it seems to be the outlook of the Department specifically lies at this time.

Now I would just like to conclude by something which I think is not directly and specifically pertinent, but certainly indirectly is so. It seems

to me if the farmers of America can keep their production of the things that are needed for an emergency at a high level, at a high rate, if we can keep adequate stocks of corn and the feed grains, if we can keep adequate stocks of wheat, if we can build back a somewhat depleted stock of cotton and of one or two other commodities, then it seems to me we can avoid the application of various kinds of controls which nobody likes, and least of all, I suppose, farmers.

In short, I am saying to you for my part I would urge producing more of some things we need as a possible hedge against the application of various kinds of controls, price and other controls, rather than running on the short side. I want to say that very frankly to you as part of the objective and operating principle that the Department of Agriculture will operate under unless the President directs otherwise for the future:

We have a running start on the situation. I know of no domestic commodity for which there should be, or which would require the application of immediate controls of a more serious nature today. Though I believe our potentials, our land capacities, are adequate to maintain a level of supply which will avoid the controls for some length of time, let me hedge slightly by saying in the case of cotton, we have applied for controls in order to maintain an adequate supply for American mills and also to accomplish one or two other purposes that are obvious to everybody but which do not need to be discussed here today.

To summarize, it seems to me that related to the manpower thing are the overall price controls and rationing which was applied to a very small segment of our food industry last time, and, while I do not predict anything with respect to it, I say to you, it seems to me we are capable of postponing, if not avoiding, those things for a long time and it is our intention to do so.

Secretary Tobin, and gentlemen, I want to thank you for the opportunity of coming over and visiting with this group and for the opportunity to state what are our views about what lies ahead of us in the agricultural, labor and related fields. I am intensely interested in this but I have intentionally not gotten specific about the number of laborers required by states. I assume you folks know those figures much better than I could possibly give them to you, and the potentials and perhaps more about the supply. The general area of supply of labor anyhow is in the hands of Secretary Tobin, in his jurisdiction, and I think it would be presumptuous of me to try to speak on it.

Again thank you for the opportunity of visiting with you this morning. Thank you.

(In response to a comment from the floor that the Secretary of Agriculture should investigate the scarcity of cotton seed, Mr. Brannon said:).

The supplies of cotton seed, of course, are governed by last year's crop of cotton. This is going to be a short year -- 9,900,000 according to the last report. The demand for cotton seed for crushing is also influenced greatly by the price of cotton, and that is pretty high. There is going to be competition for cotton seed among the crushers and those who need the seed for planting, but the only contribution I think we can make to

the subject is, before the bulk of the seed gets away, to make it very clear what the policy of the Government will be toward the encouragement of next year's crop, and I don't think anybody has to have divine power to assume that there is going to be a strong encouragement given to a big crop of cotton next year, because we are really short in terms of our export potential, potential export demands, our domestic disappearance, and a safe carry over.

There are a lot of people here who are not going to plant cotton in their section of the country, but I agree with you the seed question is a difficult one. I assure you that we are, through the facilities available to the Department, the PMA, the Extension Service, and all the rest of the facilities, trying to make it clear this seed has to be saved for next year's crop, taking into account quality, and taking into consideration the high competition from the crushers.

RECOMMENDATIONSSpecial Farm Labor CommitteeWashington, D. C.September 26-27, 1950I. Stabilization of the Agricultural Labor Force

While it is impossible at this time to know the extent of the manpower mobilization, the Committee was concerned with the anticipated impact of labor demand and supply relationship among industry, agriculture, and the armed services. In this connection, information on the labor supply as of August 1, 1950, and a forecast of the situation as of July 1, 1951, considered by the Committee in its deliberations, was as follows:

	<u>August 1, 1950</u>	<u>July 1, 1951</u>
	<u>Millions</u>	<u>Millions</u>
Total labor force	66.2	70.0
Military	1.3	3.0
Civilian	64.9	67.0
Employed	62.4	66.0
Unemployed	2.5	1.0

It is estimated that of the increase of 3,600,000 in the assumed employment on July 1, 1951, 2,500,000 would be women not presently in the labor force and 1,100,000 would be made up partly of retired men and persons entering the labor force for the first time.

On the demand side of the picture, it appears to the Committee that even a total labor force of 70 million people will be inadequate. Although the labor requirements of the 30 billion dollar defense program already authorized have not yet been specifically worked out and although the 1951 food and fiber production program has not yet been formulated, it was obvious to the Committee, in their discussions with informed representatives of the various Government agencies, that the labor force contemplated to be available on July 1, 1951, will be inadequate to meet all labor requirements at that time. The judgment of those best informed on the situation appeared to be that the total domestic labor force as of July 1, 1951, would fall short of meeting existing requirements by somewhere between 300,000 and 500,000 men. This is another way of saying that, if labor demands are to be met next year, there will probably be a need to bring into this country about 400,000 foreign workers -- assuming those workers can be obtained -- of which it is estimated 80 per cent will be needed in agriculture.

In view of the fact that labor requirements for the food program and other defense programs for 1951 are not yet determined, and also considering the short time available to the Committee on so broad and difficult a subject, the Committee is not making any recommendations with respect to what labor plan should be followed in the event

that national mobilization is greatly accelerated. The Committee believes that if and when it appears to USES that a different type of program than that now in effect is needed, or that additional legislation is required, this Committee should again be called to Washington to consult with the Government on the contemplated changes.

Accordingly, the specific recommendations of the Committee are as follows:

We believe the Farm Placement Service can better perform its functions -- without further legislative authority -- if the following recommendations are adopted:

- A. We again request that the Farm Placement Service be given equal status with the Industrial Placement Service of the USES at national, regional, State, and local levels in order that agriculture and agricultural processing will be assured equal consideration in the labor market with other defense industries in obtaining adequate supplies of suitable and qualified labor willing and able to work.
- B. In order to maintain and implement this relationship, Farm Placement Service should cooperate with the Industrial Placement Service of USES in the development of procedures under which understandings may be reached at regional, State, and local levels with the objective of curbing labor pirating.
- C. The State Farm Labor Committees should be established or re-activated and encouraged to cooperate in coordination of the farm placement program within the State, and in maintaining equality with other critical industries.
- D. Farm Placement should seek the advice of appropriate agricultural agencies or departments and of agricultural organizations in appraising prospective agricultural labor requirements as a means of obtaining realistic estimates of needs.
- E. Agricultural employers and organizations should cooperate with the Farm Placement office by reporting actual labor requirements and advising whether they wish Farm Placement to recruit, or to assist in recruiting, supplementary workers.
- F. Out-of-area workers and migrant crews should be requested to report to Farm Placement the out-of-area jobs which they have arranged, and if they have no job commitments they should be urged to follow Farm Placement routings.
- G. Agricultural labor users and organizations should be encouraged to organize agricultural labor users associations where they do not now exist; these associations to act as liaison between Farm Placement and individual users, to provide or arrange for needed housing or other facilities, and to aid in the placement of agricultural labor in the area.

- H. Agreements such as now exist between users and user groups in various States under Farm Placement sponsorship should be encouraged in other areas in order to provide an orderly seasonal exchange of agricultural labor.
- I. When Farm Placement is faced by a current shortage of labor to route to areas of need, it should confer with appropriate officials of U. S. Department of Agriculture in order to obtain factual data that would enable Farm Placement to make an informed decision.
- J. We recommend to all agricultural labor users and user groups that they provide and maintain good housing facilities. This will result in better working relationships between worker and employer. Every effort should be made to see that adequate educational, recreational, and health facilities are available to the worker.

II. Selective Service Policy

The Committee assumes that the Department of Agriculture's food and fiber program for 1951 will require production at present or higher levels, and that the age maximum may be advanced to above 26 years.

It is already apparent that the domestic agricultural market is depleted.

Thus, it is necessary that key workers employed in the production of agricultural commodities be kept at their jobs.

To assist in retaining these workers in agriculture, it is recommended that:

- A. Local draft boards consult with appropriate USDA County Councils, or other agricultural committees satisfactory to Selective Service, with respect to agricultural needs and other relevant factors before decisions are made as to the deferment of persons engaged in agriculture.

Decisions with respect to particular registrants should be related to maintenance in the county of all key production persons therein. Local boards should give special consideration to persons skilled in the operation, care, and maintenance of farm machinery or equipment; to those who have managerial ability; and in the cases of those who were not engaged in food, livestock, or fiber production prior to June 1, 1950, shall consider all the circumstances leading to their having undertaken farming operations.

- B. Local boards also should be instructed to consult with the USDA County Councils, or other agricultural committees satisfactory to Selective Service, with respect to workers who own and operate farm equipment to the general benefit of producers or those workers who, because of particular skills related to such production, are indispensable to the local agricultural community.

It is thought that the proposals outlined herein will provide for an effective utilization of the agricultural labor force, both foreign and domestic, during the foreseeable future.

Under the conditions discussed in this respect, we believe that the responsibility of government in agricultural labor placement should continue to be of an advisory and administrative nature.

In addition, certain members of the Committee recommend that the government should not provide the facilities for or defray the cost of housing or transportation.

If in the future it should appear that conditions are such that the proposed recommendations prove inadequate, we recommend to USES that it reassemble the Special Farm Labor Committee and present a program deemed adequate to supply agricultural labor needs.

III. Transportation of Agricultural Labor

The Committee found itself handicapped in its efforts through the lack of a more clear definition of the circumstances involved in Plans I, II, and III. For the sake of a better yardstick it has used roughly the following standard:

Plan I - Conditions very much as they exist today.

Plan II - Wartime conditions and controls which would involve additional Executive Orders or additional legislative action, and which would include conditions involving substantially the controls operative in World War II.

Plan III - Complete mobilization and control of manpower and economic and industrial wealth.

In regard to Plan I and II, the Committee's recommendations and suggestions are intended as a guide to the USES in the formulation of a program. The Committee feels that at this time it cannot make final judgment on the type of program which would be needed under Plan II. Therefore, it urgently recommends that prior to promulgation of Plan II the Special Farm Labor Committee be called into consultation.

Plan I

A. Domestic Workers

1. Usual sources - Present practices are not to be disturbed.
2. Unusual sources - The economics involved in contracting between employer and employee should dictate the transportation terms as they always have. The Government should not pay costs of transportation.

3. Off-shore domestics - In order that equality of treatment may be afforded all domestic workers, whether continental or off-shore, this Committee recommends:

That the USES arrange for and pay transportation of off-shore domestic workers from their point of residence to the normal port of entry into the United States for agricultural work, and return from the port of entry to their point of origin. Further, that the workers shall pay transportation costs from port of entry to place of employment and return to port of entry;

Further, that the employers shall pay into a fund to be administered by USES a sum equal to the transportation cost from the job to port of entry; and

Further, that the sum paid into the USES fund by the employers shall be paid to the workers at their point of residence as a bonus if applied for in person within a period of 90 days after leaving the employment of the employer who made the payment.

B. Foreign Workers

1. The present system of transportation of foreign workers is satisfactory. If, however, in the case of Mexican nationals, recruitment points should be designated below the border, the Federal government should pay the cost of transportation from point of recruitment to the border and return.
2. British West Indians and Canadians - no change.

IV. Use of Foreign Workers

A. Agreements

1. This Committee states that the present Mexican contract under the International Executive Agreement is completely unsatisfactory and almost entirely inoperative and it cannot state too strongly its urgent recommendation that the Department of State change its policy of negotiation with the Mexican government to give American agriculture equal status in such negotiation to that accorded political and commercial interests. The Mexican government has consistently demanded conditions in the contract which are in excess of those accorded the Mexican worker in his homeland and better than the domestic worker enjoys in the United States. Even after an agreement has been adopted by both governments, the Mexican government continually violates the spirit of the agreement. This situation, grievous as it has been to many American farmers, has been tolerated for a period of time because, while it caused irreparable damage and hardship to many producers, it did not constitute a serious threat to our national economy.

However, we are entering a period of extreme shortages of agricultural manpower, which will retard agricultural production, so that a great many farmers may find themselves unable to provide

the food and fiber necessary to meet the demand of our own citizenry, the armed forces, and the people of friendly nations.

Therefore, to alleviate this serious situation, we recommend that the Department of State, with the aid and advice of the Mexican Labor Committee make an immediate, realistic and determined effort, through negotiations with the Mexican government, to work out a new agreement in which the Mexican worker accepts working conditions identical to those afforded the domestic worker, and by which both parties will abide. If this is not possible, the American government is requested to take necessary steps, either through legislation similar to that now before Congress, or by other means to make available to American producers the Mexican nationals who desire to work in the United States under the same conditions as our domestic farm workers during the present emergency.

2. It is recommended that special consideration be given to Mexican nationals who have settled here without legal status prior to January 1, 1949 with a view to granting them the status of permanent immigrants; and that the Attorney General be requested to recommend what steps are necessary to give effect to this recommendation.

Government-to-Government contracts are not recommended under Plan I.

3. Labor supply - the labor supply in Central and South America should be made available as shortages develop in present sources, and the basic provisions of any agreements under which Central and South Americans might be contracted should include the same treatment accorded domestic workers and no other provisions. No excessive bond should be required of the employers.
4. Since foreign workers derive no benefits under the Social Security Act, it is recommended that they be exempt from wage deductions, and the USES be instructed to determine what action is necessary to obtain that objective.

B. Transfer

In the case of the transfer of a foreign agricultural worker to non-agricultural employment, such transfer shall take place only when the need for him in agriculture has ceased and then only for a specific length of time at the end of which he shall forthwith be returned to agriculture.

Plan II

V. Transportation

A. Domestic Workers

1. Local labor - transportation of all local labor regardless of sources should be furnished by either employer or worker.

2. Out-of-area labor - assuming controls under Plan II affecting prices and wages, the Committee recognizes the necessity for aid to defray unusual transportation costs. It is recommended that USES submit a plan for the defrayment of unusual transportation costs to the entire Advisory Committee, if and when it is determined that the circumstances of Plan II are imminent.

B. Foreign Workers

Under Plan II the Committee recommends the same procedure in regard to Central and South American prospects as it did under Plan I, recognizing, in addition, that it may be necessary to incorporate in that plan some provision for additional financial assistance in connection with transportation from the port of entry to the job and return to port of entry.

1. Agreements - Under Plan II, with respect to foreign workers, the Committee recommends that where necessary** Government-to-Government contracts be considered.

**The term "where necessary" visualizes conditions existing under economic and manpower controls.

Plan III

As to Plan III, the Committee makes no recommendations.

VI. Cooperation With Other Government Agencies

A. Cooperation with U.S. Department of Agriculture -- Determinations of Labor Needs

1. As labor supplies become more acute, more accurate determinations of labor needs are desirable and necessary; therefore, it is recommended that close cooperation be developed with the Production and Marketing Administration of the U.S. Department of Agriculture in order to permit the use of crop allotment and other pertinent information by local employment service offices in making estimates of needs for labor to meet demands of various agricultural activities. It is recommended that county PMA offices make appropriate information available for this purpose and that State employment service offices, and regional and headquarters offices of the USES assist in the full dissemination of such information, as is available for public distribution.

Periodic estimates of planted acreages and anticipated production issued by the Bureau of Agricultural Economics are also of much value in determining labor requirements and should be fully used by all offices of the employment service concerned with farm labor

problems and it is recommended that steps be taken to insure that all employment service offices located in important crop areas receive such information currently. State and local employment service offices should be encouraged to assist in keeping key employers, associations, and other groups concerned with labor problems currently informed regarding estimates of planted acreages and periodic estimates of anticipated production.

B. Cooperation With Selective Service System

1. It is reasonable to assume that key farm workers and workers in facilitating services, such as blacksmiths, electricians, welders, etc., especially those in the 19-25 inclusive age bracket, will be drawn into the armed services. Many of these workers are year-round farm hands and are skilled in the operation of mechanical equipment and are, therefore, a very essential part of the farm labor force if many farms are to maintain production schedules. It is strongly recommended that the employment service develop close cooperation with local Selective Service Boards and develop procedures whereby each local employment service office will be currently advised of:
 - a. The number of agricultural workers of draft age
 - b. The number of agricultural workers of draft age classified as 3A
 - c. The number of agricultural workers called periodically for examination to fill draft quotas
 - d. The number of workers of draft age reclassified because of leaving agricultural employment.

It is recommended that such steps be taken at the national level to insure that local offices receive appropriate instructions to carry out the above recommendations.

C. Cooperation With Procurement and Claimant Agencies

Since it is anticipated that expanding defense programs may draw heavily on the present agricultural labor force the employment service is encouraged to further develop voluntary cooperation among all major industries in securing all needed manpower through employment service facilities. Such cooperation will contribute to the orderly shift of manpower to essential defense activities, and at the same time will protect agricultural producers from labor shortages. Should manpower shortages develop which threaten the ability of agriculture to meet production schedules, such cooperation should be made mandatory.

D. Cooperation With Priorities and Rationing Agencies

In view of anticipated shortages of essential materials such as lumber, construction materials, and supplies used for farm labor housing and mess equipment -- stoves, refrigerators, etc. -- needed for feeding workers, it is recommended that arrangements be made now at Federal, State, and local levels to insure that agriculture is assured of ample supplies of such materials to maintain requested production schedules. Should rationing of essential materials and equipment become necessary effective methods of representation of agricultural interests must be insured. Employment service is urged to develop working relationships at all levels to facilitate this objective. The employment service can render invaluable assistance to employers and employer groups to secure priorities of needed materials, eliminating problems incident to the clearance of orders and the purchase or procurement of scarce materials.

E. Cooperation with U.S. Department of Agriculture in Development and Conduct of Educational and Training Programs

Each year new employers hire farm workers and each year many new workers enter the farm labor force. Effective labor management, supervision, and training are of increasing importance to assure efficient utilization of an increasingly limited labor force. It is therefore strongly recommended that steps be taken now to develop and put into force needed educational programs in each local area hiring considerable numbers of workers. In planning such a program consideration should be given to facilities available through private agencies and institutions. For example, implement dealers should be encouraged to conduct training schools for the training of workers in the operation of mechanical equipment, similar to those which have been conducted for years in the care and maintenance of equipment. Local organizations and cooperatives should be encouraged to assist in the planning and conducting of educational and training programs; employers should be impressed with the need for such programs and encouraged to assist in every possible way. Steps should be taken to include in the courses of instructions now being conducted for farm people more subject material information relating to labor information, supervision, and training. Land grant colleges should be encouraged to give more emphasis to problems incident to the hired labor force in the courses of resident instruction.

During World War II much valuable training material was developed and widely distributed to employers and workers. It is recommended that a review be made of these materials, and that supplies of those still adaptable be again made available for distribution.

The USES should obtain the cooperation of the Extension Services and other agencies of the Department of Agriculture in carrying out these recommendations.

VII. Other Labor Problems

A. Transportation

It is recommended that the States be encouraged to revise and standardize and -- in an emergency -- to relax the licensing requirements and highway regulations affecting the interstate movement of farm labor and custom-operated farm equipment. During World War II the relaxing of State regulations was of much value to the limited labor force available at any time. It is recommended that the employment service explore with the appropriate agencies the possibilities of such reciprocal agreements. As labor supplies become more limited it will be necessary to reduce to a minimum the problems incident to all transportation of workers.

It is recommended that in instances where labor is transported over long distances that the State employment services explore the need for overnight rest centers and encourage private individuals to provide such facilities. It is reasonable to assume that private individuals can be interested in rendering such service. This will be especially true if the employment service, through information facilities, will notify workers of the locations of such overnight rest centers, and encourage their use. It is also recommended that State employment services review the need for such facilities; and if needed, and if they cannot be provided through private interests, that the States be prepared to make recommendations at a later date.

In the establishment of overnight rest centers arrangements should be made with appropriate State agencies to provide adequate inspection.

B. Cooperation With Industry

As labor supplies become more stringent, efficient use can be promoted through the orderly exchange of labor between agricultural and industrial employers. It is therefore recommended that local programs be developed in cooperation with industrial employers whereby agricultural labor can be employed in industrial work during slack agricultural seasons and that industrial workers can be made available to agricultural employers during peak harvest periods. Such transfer of labor should be given full consideration in the planning of local labor programs.

It is recommended that in the harvesting of certain commodities consideration be given to the successful experience in some areas whereby consumers are permitted to harvest their own commodities, thereby saving costs to the producers as well as the consumer. Such arrangements should be particularly adapted to strawberries, peaches, apples, etc.

C. Farm Labor Committees

1. State Farm Labor Committees - it is recommended that a State Farm Labor Advisory Committee be established in every State to assist and advise the State Employment Service in the planning and conduct of farm labor programs to adequately meet the labor needs within the State. In those States where there are several major commodities groups and/or other large employers of workers, such as food processors and other closely related industries, each of such groups should be represented on the State Advisory Committee. Subcommittees representing the individual groups should be set up to assist in the solution of farm labor problems incident to each respective group.

It is recommended that State Farm Labor committees now organized, or those to be organized, review present organization of agriculture committees such as PMA Committees, county Extension Agricultural Committees, and others interested in the welfare of agriculture; and to take steps to insure that the Employment Service has ample opportunity to present and discuss manpower problems as often as necessary. In important agricultural areas, especially those employing large numbers of seasonal workers, the use of area farm labor committees should receive consideration, and if organized should be represented on the State committee. As manpower shortages increase it is very necessary that the needs of agriculture and closely related industries be given full consideration in any discussions of overall manpower problems by advisory committees, manpower committees, etc. Therefore, the chairman or a delegated representative of the State farm labor committee should be appointed as a member of any and all State committees whose functions include manpower problems. The State farm labor committee should work closely with other agricultural committees such as State PMA committees, State agricultural councils, State Extension committees, etc.

It is the opinion of this Committee that only through the use of well-organized committees at State and local levels can an effective program be developed and carried out as required by the sudden changes which may occur in the labor supply-demand situation. These committees can also perform a valuable function in cooperating with the Selective Service System on the classification and retention of agricultural workers, and with rationing agencies in insuring adequate supply of needed materials to maintain production schedules.

D. Information Services

It is recommended that steps be taken to insure the prompt transmittal of information which may have an effect on labor needs and supply. Acreage allotments, estimates of planted acreages and anticipated production, expansion of defense activities, governmental policies and programs, all these are of value in planning effective programs and procedures. Therefore, USES regional offices and affiliated State agencies should be urged to transmit pertinent information to local offices concerned as promptly as possible. Close cooperation with other government agencies in regard to such information should be developed by the USES headquarters office. It is also recommended

that State employment services hold meetings at least once a year -- preferably between crop seasons -- to which members of all all committees and groups concerned with labor problems are invited to attend. At these meetings the Employment Service program in the State should be fully discussed and recommendations for improvement should be developed. Such meetings will also be invaluable in the development of good public relations and the dissemination of reliable program information.

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Resolutions Adopted

Introduced by Mr. Fred Bailey, National Grange, Washington, D. C.

"The Special Farm Labor Committee recommends the creation of a special farm labor subcommittee of not more than seven members, through appointment by the Secretary of Labor, to consult with and advise the employment service on farm labor problems, policies, and procedures. Membership on this subcommittee shall consist of one representative each of the U. S. Department of Agriculture, each of the four general farm organizations, and representatives of major farm labor employment groups readily available for consultation in Washington."

Introduced by Mr. John A. Hall, Committee member from New York:

"Endorsing the efforts of the United States Employment Service and other allied government agencies and especially commending the Secretary of Labor for his broad and sympathetic understanding of the problems of the USES in recruiting adequate farm labor at the times and places needed by farm labor users, and for the purposes of effectuating the need for cooperation of all elements of economy of our nation to more effectively realize the larger stable, prosperous economy which is the ideal and objective not only of the Secretary, but all of us."

"We are deeply heartened by the vision and responsibility shown by the Secretary in dealing with the problems so close to this Committee and the farmers in the United States."

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ATTENDANCE--SPECIAL FARM LABOR COMMITTEE MEETING
Washington, D. C. September 26-27, 1950

State Representatives

<u>STATE</u>	<u>NAME</u>	<u>ADDRESS</u>
Alabama		
Arizona	Abbott, H. S. Casey	Box 1629, Avondale, Arizona
Arkansas	*Adams, Harvey	West Memphis, Arkansas
California	*Newman, John V.	Rt. 1, Box 1050, Oxnard, Calif.
Colorado	Maddux, C. V.	4457 Alcott St., Denver, Colo.
Connecticut	Orr, Samuel J. Jr.	148 State St., Hartford, Conn.
Delaware	Cannon, H. P. II	Bridgeville, Delaware
Florida	Graw, LaMonte	29 S. Court St., Orlando, Fla.
Georgia	*Still, Wilson	307 Bibb Bldg., Macon, Ga.
Idaho	Hersley, George	431 So. 11, Boise, Idaho
Illinois	Morris, Floyd E.	43 E. Ohio St., Chicago, Ill.
Indiana	Harvey, George R.	130 E. Washington Street, Indianapolis, Indiana
Iowa		
Kansas	Praeger, H. A.	Claflin, Kansas
Kentucky	Cleveland, H. S.	Rt. 1, Pleasantville, Ky.
Louisiana	Bond, Howard T.	1204 Carondelet Bldg., New Orleans, Louisiana
Maine		Perham, Maine
Maryland	McIntire, Smith C.	
Massachusetts		
Michigan	Moser, Roy	Uni. of Mass., Amherst, Mass.
	Henderson, Max C.	Second National Bank Bldg.
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